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FOLLOWING REPEAT CARACAS 4565 ACTION SECSTATE 30 APRIL.

QUOTE

UNCLAS CARACAS 4565

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TAGS: PORG AORG SPOP

SUBJ: STATEMENT MADE BY MRS PATRICIA HUTAR, US DELEGATE TO THE REGIONAL SEMINAR FOR LATIN AMERICA ON THE INTEGRATION OF WOMEN IN DEVELOPMENT WITH SPECIAL REF TO POPULATION FACTORS, IN PLENARY, CARACAS, APRIL 29, 1975(ECLA)

MADAME VICE CHAIRPERSON:

THE US DELEGATION WISHES TO CONGRATULATE YOU ON YOUR ELECTION, THANKS YOU FOR THE EXCELLENT LEADERSHIP YOU ARE GIVING TO OUR DELIBERATIONS. WE EXTEND CONGRATULATIONS TO THE OTHER ELECTED OFFICERS AND THANK EACH OF THE OFFICERS FOR TAKING RESPONSIBILITIES FOR THE CONDUCT OF THIS MEETING.

ALSO, WE WISH TO EXPRESS OUR APPRECIATION TO THE ECONOMIC COMMISSION FOR LATIN AMERICA FOR CONVENING THIS MEETING AND TO THE GOVT OF VENEZUELA FOR THEIR GRACIOUS AND CORDIAL HOSPITALITY AS THE HOST COUNTRY.
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WE THANK ASSISTANT SECRETARY GENERAL SIPILA, AND ALSO GLORIA SCOTT FOR THE LEADERSHIP AND GUIDANCE GIVEN TO WOMEN AROUND THE WORLD-- TO THIS SEMINAR AND THE TWO PREVIOUS MEETINGS UNDER THE AUSPICES OF ECAFE AND ECA IN BANGKOK AND IN ADDIS ABABA.

YESTERDAY THE DISTINGUISHED REPRESENTATIVE OF THE ORGANIZATION OF AMERICAN STATES MADE A MOST PROFOUND STATEMENT ON THE PRINCIPLE ON NON-DISCRIMINATION BASED ON SEX. SHE UNDERScoreD THE FACT THAT DISCRIMINATION BASED ON SEX IS ALL-PERVASIVE. SEX DISCRIMINATION EXISTS IN ALL SOCIETIES WHETHER THEY BE DEVELOPED OR DEVELOPING-- EITHER OPENLY OR COVERTLY -- AND IS MANIFESTED IN DIVERSE FORMS.

IN ADDITION, SHE POINTED OUT THAT IN THE CONTEXT OF THE INTERNATIONAL WOMEN'S YEAR THEME, DEVELOPMENT MEANS WORKING TO INTEGRATE WOMEN IN THE DEVELOPMENTAL PROCESS, IN WHICH THEY HAVE ALWAYS BEEN ABSENT BECAUSE THEY HAVE NEVER BEEN ALLOWED TO PARTICIPATE IN THE FORMATION OF PLANS AND POLICIES TO ACHIEVE DEVELOPMENT, NOR IN THE MEASURES TAKEN TO EXECUTE THSE PLANS AND POLICIES.

WOMEN ARE NOT WILLING TO WAIT FOR EQUALITY, NOR FOR MEN TO CONTINUE DISCRIMINATING AGAINST THEM, WAITING FOR SOCIETY'S STRUCTURE TO CHANGE.

MY GOVT AND MY PEOPLE DO NOT DISREGARD THE FACT THAT THERE ARE INJUSTICES IN THE WORLD AND THAT IMPROVEMENTS ARE NECESSARY IN THE WHOLE ARENA OF INTERNATIONAL RELATIONS.

BUT, ON THE OTHER HAND, WE DO NOT DELUDE OURSELVES THAT DISCRIMINATION AGAINST WOMEN CAN BE ELIMINATED BY WAITING UNTIL SOCIETY RESOLVES ALL OF ITS ILLS BY ESTABLISHING A NEW WORLD ORDER.

IF WE ADOPT THIS LATTER POSITION, WOMEN WILL CONTINUE TO SUFFER DEPRIVATION OF THEIR RIGHTS.

ANY EFFORTS ON THE PART OF GOVTS TO SIDESTEP RESPONSIBILITY FOR ELIMINATING SEX DISCRIMINATION IN THEIR OWN SOCIETIES ON GROUNDS THAT NOTHING CAN BE DONE FOR WOMEN UNTIL CERTAIN NATIONAL GOALS IN THE INTERNATIONAL ARENA HAVE BEEN UNCLASSIFIED

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ACHIEVED WOULD BE A GRAVE INJUSTICE AND WILL BE REJECTED BY THE WOMEN OF THE WORLD.

WE MUST PROCEED FIRST TO ELIMINATE SEX DISCRIMINATION-- TO ACHIEVE EQUAL RIGHTS AND RESPONSIBILITIES FOR WOMEN WITHIN EACH OF OUR COUNTRIES. IT IS ESSENTIAL AHT EXISTING RESOURCES WITHIN EACH COUNTRY BE UTILIZED FOR WOMEN BY RE-ORDERING PRIORITIES, IF NECESSARY, WITHIN EACH COUNTRY ON BEHALF OF WOMEN TO SECURE EQUAL EDUCATIONAL TRAINING AND DMPLOYMENT OPPORTUNITIES; TO ASSURE THE POLITICAL RIGHTS TO VOTE AND TO HOLD OFFICE AND TO EXERCISE THE FUNCTIONS OF SUCH OFFICES; TO ASSURE THAT EQUAL RIGHTS AND RESPONSIBILITIES ALSO PREVAIL WITHIN THE FAMILY, AND WITHIN THE SOCIAL AND CULTURAL LIFE OF EACH COUNTRY.

UNTIL DISCRIMINATION BASED ON SEX IS ABOLISHED AND UNTIL WOMEN ARE INTEGRATED INTO DEVELOPMENT, NATIONS WILL BE DEPRIVING WOMEN OF THEIR JUST AND HUMAN RIGHTS, AND NATIONS WILL BE DEPRIVED OF THE POTENTIALITIES OF ABOUT ONE-HALF OF THEIR HUMAN RESOURCE.

IT IS VERY EVIDENT, AFTER LISTENING TO THE DISCUSSION OF THE ECLA PAPERS THIS MORNING, THAT WE MUST DEVISE STRATEGIES TO CHANGE ATTITUDES AND BEHAVIOUR THAT HAVE RESULTED FROM CULTURAL CONDITIONING.

WE CANNOT ACCOMPLISH THIS BY INSTITUTIONAL CHANGE ALONE. WE MUST ESCALATE STRATEGIES DIRECTED AT ATTITUDINAL CHANGE.

THIS INVOLVES NOT ONLY THE WAY MEN SEE WOMEN BUT ALSO HOW WOMEN SEE THEMSELVES.

FOR EXAMPLE, IN THE US, CORPORATIONS ARE IMPLEMENTING LEGISLATION THAT REQUIRES EQUITABLE HIRING AND PROMOTION OF WOMEN AND MINORITIES. THEY ARE REQUIRED TO DEVELOP GOALS, STRATEGIES, AND TIMETABLES TO IMPLEMENT THE AFFIRMATIVE ACTION PROGRAMS THEY HAVE FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION.

COMPANIES ARE SEEKING WAYS IN WHICH TO EXPEDITE THESE PROGRAMS, AND THEY ARE FINDING THAT THIS REQUIRES CHANGES IN ATTITUDES AND BEHAVIOUR ON THE PART OF BOTH WOMEN AND MEN EMPLOYEES.

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COMPANIES ARE DEVELOPING SEMINARS TO HELP BOTH MEN AND WOMEN EXAMINE THEIR IDEAS ABOUT THE ROLES AND CAPABILITIES OF WOMEN AS PERCEIVED BY MEN AND BY WOMEN. THEY HAVE THE OPPORTUNITY TO EXAMINE OLD PREJUDICES IN THE LIGHT OF NEW EVIDENCE.

WOMEN EMPLOYEES ARE IN ONE SESSION, MEN WHO ARE THEIR SUPERVISORS ARE IN ANOTHER. PERIODICALLY AFTER THE ATTITUDINAL CHANGE SEMINARS, THE SUPERVISORS AND THEIR EMPLOYEES MEET TOGETHER IN A TEAM-BUILDING ON-TO-ONE RELATIONSHIP.

WOMEN ARE LEARNING THAT TO COMPETE IS ALL RIGHT, FOR THEY LOOK AT THEMSELVES IN A NEW LIGHT. ONE OF THE REVELATIONS FOR WOMEN IN THE SEMINARS IS LEARNING ABOUT THE INFORMAL, OR UNDERGROUND, SYSTEM THAT OPERATES ALONGSIDE THE FORMAL SYSTEM.

THEY ARE LEARNING THAT WOMEN MUST BUILD SUPPORT SYSTEMS WITHIN EXISTING ORGANIZATIONAL STRUCTURE -- WHETHER BUSINESS, GOVT, POLITICAL, OR ACADEMIC -- TO HELP ONE ANOTHER THRU COUNSELING, ENCOURAGING ONE ANOTHER, ALERTING ONE ANOTHER TO TRAINING AND PROMOTION OPPORTUNITIES, JOINING TOGETHER TO TALK WITH MANAGEMENT ABOUT THEIR NEEDS AND CONCERNS.

WOMEN MUST DEVELOP SELF-HELP SUPPORT SYSTEMS TO CHANGE THE

DEGRADING SEX ROLE STEREOTYPING AND IMAGES OF WOMEN IN THE MASS MEDIA WHICH PERPETUATES FALSE DEPICTIONS OF WOMEN.

THE STATEMENT WAS MADE EARLIER TODAY THAT WOMEN ARE NOT COMPETITIVE -- THAT THEY SEEM TO LACK MOTIVATION TO PROGRESS AND TO PARTICIPATE IN ALL PHASES OF SOCIETY.

WE MUST KEEP IN MIND WHY THIS SEEMS TO BE THE CASE. WE MUST REMEMBER THE IMPACT THAT CONDITIONING HAS HAD ON WOMEN. FROM THE MOMENT THEY ARE BORN, WOMEN'S ROLE IN SOCIETY HAS BEEN DICTATED BY CULTURE AND TRADITION. THIS AFFECTS THE WAY THEIR ROLE IS PERCEIVED BY MEN, BY THE SOCIETY AND BY THEMSELVES.

WE MUST EXAMINE AND REASSESS OLD MYTHS THAT SOCIETY HOLDS ABOUT THE CAPACITIES, POTENTIAL, AND LIFE PATTERNS OF GIRLS AND WOMEN. BOTH ADULTS AND CHILDREN SHOULD BE INVOLVED THRU A SPECIAL AND CONCERTED APPROACH TO ATTITUDE FORMATION.

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SELF-IMAGES FOR WOMEN ARE BEGINNING TO CHANGE, BUT THE UNFLATTERING AND DESTRUCTIVE IMAGES PROJECTED IN A SEXIST CULTURE ARE DISTURBING.

WE MUST MAKE CHANGES IN THE PORTRAYAL OF WOMEN IN PROGRAM CONTENT AND COMMERCIALS IN MASS MEDIA: RADIO, TELEVISION, NEWSPAPERS.

EDUCATIONAL MATERIALS IN THE SCHOOLS-- TEXTBOOKS, VISUAL AIDS, CURRICULA-- ALL NEED TO BE RE-EXAMINED AND CHANGED TO REFLECT THE CHANGING ROLE OF MEN AND WOMEN IN THE SOCIETY AND TO ELIMINATE SEX-ROLE STEREOTYPING.

TO AFFECT CHANGE IN ANY AREA OF LIFE, WOMEN MUST SEEK AND ACHIEVE LEADERSHIP ROLES IN MANAGEMENT AND PUBLIC ADMINISTRATION. CHANGE WILL BE ACCELERATED WHEN WOMEN SEVER IN PROGRAM PLANNING, POLICY AND DECISION-MAKING ROLES IN SOCIETY.

IN ADDITION TO THE PROBLEMS OF INTEGRATING WOMEN IN DEVELOPMENT, OUR SEMINAR IS CONSIDERING POPULATION FACTORS.

ATTITUDES ALL AROUND THE WORLD ARE CHANGING IN THE AREA OF POPULATION MATTERS RESULTING FROM THE IMMENSE ACTIVITIES GENERATED BY THE PREPARATION FOR THE WORLD POPULATION CONFERENCE AND BY THE CONFERENCE ITSELF, JUST AS THERE IS NOW ACCELERATING CHANGES IN THE ATTITUDES TOWARDS THE LEGITIMATE CLAIMS FOR EQUAL RIGHTS AND RESPONSIBILITIES OF WOMEN IN SOCIETY RESULTING FROM THE ACTIVITIES OF THIS INTERNATIONAL WOMEN'S YEAR AND THE PREPARATION FOR THE MEXICO CITY CONFERENCE.

AS WE ALL KNOW, THERE IS GLOBAL ACTION ON THE INTEGRATION OF WOMEN IN DEVELOPMENT, TAKING INTO ACCOUNT THE INTER-ACTION BETWEEN

POPULATION AND THE EVOLVING STATUS OF WOMEN.

IMPROVEMENT IN THE STATUS OF WOMEN INFLUENCES THE SIZE AND STRUCTURE OF THE FAMILY AND, CONVERSELY, THE ABILITY OF COUPLES AND INDIVIDUALS TO DECIDE FREELY AND RESPONSIBLY ON THE NUMBER AND SPACING OF THEIR CHILDREN, WITH THE INFO, EDUCATION, AND MEANS TO DO SO, CONTRIBUTES TO THE IMPROVEMENT OF THE STATUS OF WOMEN AND THEIR FULL INEGRATION INTO SOCIAL AND ECONOMIC DEVELOPMENT.

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THIS IS IN FULL ACCORD WITH THE PROVISIONS OF THE WORLD POPULATION PLAN OF ACTION. IN ADDITION, VARIOUS RESOLUTIONS HAVE RECENTLY BEEN ADOPTED BY UN BODIES.

OF MAJOR IMPORTANCE IS THE RESOLUTION ON "POPULATION, THE STATUS OF WOMEN, AND THE ROLE OF WOMEN IN DEVELOPMENT" ADOPTED BY THE 18TH SESSION OF THE UN POPULATION COMMISSION IN FEBRUARY 1975 AND ACCEPTED AS A RECOMMENDATION BY THE ECOSOC SECOND COMMITTEE IN THE CURRENT SESSION.

THIS RESOLUTION CALLS FOR IMPLEMENTATION THRU UN BODIES, INCLUDING REGIONAL COMMISSIONS, IN COLLABORATION WITH MEMBER STATES OF BOTH SHORT-TERM AND ONG-TERM POPULATION POLICIES AND PROGRAMMES AS THEY RELATE TO THE EVOLVING STATUS OF WOMEN, KEEPING IN MIND THE MUTUAL INTERACTION AMONG POPULATION FACTORS, SOCIAL AND ECONOMIC DEVELOPMENT, AND THE EVOLVING STATUS OF WOMEN.

WE HAVE A RARE OPPORTUNITY TO ASSIST IN RESOLVING THE PROBLEMS OF SOCIETY BY UNLEASHING THE POWERFUL POTENTIAL OF WOMEN IN EQUAL PARTNERSHIP WITH MEN TO MOVE THEIR COUNTRIES FORWARD.

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